



# Department of Fish and Game

## STAFF ENVIRONMENTAL SCIENTIST

(Formerly Environmental Specialist IV [SPEC.])



THIS BULLETIN CANCELS AND SUPERSEDES THE BULLETIN RELEASED ON MARCH 2, 2001

### CONTINUOUS TESTING

## OPEN- NONPROMOTIONAL - STATEWIDE – 1FG36-01

POSITIONS LOCATED	Positions exist statewide with the Department of Fish and Game.
WHO SHOULD APPLY	Persons who meet the minimum qualifications as stated below. This is an open examination. Applications will <b>NOT</b> be accepted on a promotional basis. Career credits will be granted in this examination. Candidates eligible to receive career credits must indicate their current position which qualifies them for this credit on the State application (Form 678).
HOW TO APPLY	Applications (Form 678) may <b>ONLY</b> be filed in person or by mail with the <b>DEPARTMENT OF FISH AND GAME, ATTENTION EXAM UNIT, 1416 NINTH STREET, ROOM 1217, SACRAMENTO, CALIFORNIA 95814.</b>
CONTINUOUS FILING	There is no final filing date. The testing office will accept applications continuously and will notify and test applicants as needs warrant. <b>YOU MAY APPLY AND TEST ONLY ONCE IN A TWELVE-MONTH PERIOD.</b>
CROSS FILING INSTRUCTIONS	If you meet the entrance requirements for this class and/or the Senior Environmental Scientist, you may file for these exams on a single application. However, you must type or write in the complete title for each examination that you wish to take on the State application (Form 678).
SPECIAL TESTING ARRANGEMENTS	If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make specific arrangements.
ELIGIBLE LIST INFORMATION	Names of successful competitors will be merged into the list in order of final scores regardless of date. Eligibility expires 24 months after it is established unless the needs of the service and conditions of the list warrant a change in this period. This examination will be administered on a continuous basis. Competitors will have the option of retesting after the 12 month testing period. Competitors choosing to retest will have dual eligibility on the list. The highest score will take precedence regardless of examination date.
SALARY RANGE	Minimum \$4,846 – Maximum \$5,851
REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION	Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "or II, "or III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.
MINIMUM QUALIFICATIONS	<p><b>Education:</b> Possession of a bachelor's or advanced degree with a major in a biological, chemical, physical, or environmental science, or a closely related scientific discipline. (Admission to a master's or doctoral degree program in a biological, chemical, physical, or environmental science, or a closely related scientific discipline shall be considered to meet these education qualifications.) <b>and</b></p> <p><b>Either I:</b> Two years of experience in the California State service performing the duties of an Environmental Scientist Range C (formerly Environmental Specialist III).</p> <p><b>Or II:</b> Five years of increasingly responsible professional experience as a scientist in environmental analysis, research, management, planning, regulation, or investigation, two years of which have included responsibility in the development or implementation of environmental policies, programs, plans, or research projects; or conducting an environmental monitoring and surveillance or environmental management program; or in the direction of the work of a multidisciplined environmental investigatory or regulatory staff, at a level equivalent to that of an Environmental Scientist, Range C (formerly Environmental Specialist III), in the California State service. Possession of a master's degree in a biological, chemical, physical, or environmental science, or a closely related scientific discipline may be substituted for one year of the required general experience; possession of a doctorate in the above-named disciplines may be substituted for two years of the general experience.</p>
ADDITIONAL DESIRABLE QUALIFICATIONS	In appraising the relative qualifications of candidates, consideration will be given to the extent and type of pertinent experience and education over and above that required under "Minimum Qualifications." Experience in management, research, planning, or consultation in environmental programs, demonstrated environmental management skills, and knowledge of broad principles of economics and political science will be given preference.
POSITION DESCRIPTIONS	The Staff Environmental Scientist is the advanced journey level of the series. Incumbents independently identify problems, develop courses of action, and conduct extremely complex and difficult scientific investigations and studies on issues of major importance to the employer, and do other related work. Incumbents may be assigned lead responsibility for a specific project, program function, or area of expertise.

THE DEPARTMENT OF FISH AND GAME PROVIDES EQUAL EMPLOYMENT OPPORTUNITIES TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE, OR SEXUAL ORIENTATION.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE, ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS. APPLICANTS FOR STATE SERVICE ARE EXPECTED TO BE DRUG FREE.

SEE REVERSE FOR ADDITIONAL INFORMATION

EXAMINATION INFORMATION

This examination will consist of a qualifications appraisal interview weighted 100.00%. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained. **COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.** **NOTE:** Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

- SCOPE OF EXAMINATION
- Qualifications Appraisal Interview - 100.00%
- A. Knowledge of:
1. Basic principles of land, water, fish, wildlife, and other natural resources research.

2. Principles of ecology.

3. Statistical methods.

4. Land-use practices with reference to their general effect on human health, natural resources, and the environment.

5. Effects of waste material and their interactions on the environment.

6. Chemical reaction.

7. State and Federal environmental rules, regulations, and requirements.

8. The legislative process, and the environmental programs and policies of the State.
- B. Abilities
1. Collect environmental data.

2. Analyze and evaluate data and reach sound conclusions.

3. Review, check, and interpret scientific and environmental reports.

4. Analyze situations and take appropriate actions.

5. Establish and maintain cooperative relations and effective communications with local governments and all persons contacted.

6. Prepare clear, complete, and technically accurate reports.

7. Apply rules, regulations, policies, and requirements of State and Federal environmental protection and resource management programs.

8. Develop innovative solutions for difficult environmental management problems.

9. Provide leadership in accomplishing basic functions and objectives in assigned programs.

10. Inspire confidence and effective working relationships with employees, managers, and leaders in government and industry.

VETERANS PREFERENCE

Veterans preference credits will not be granted since it does not qualify as an entrance examination under the law.

GENERAL INFORMATION

It is the candidate's responsibility to contact the Department of Fish and Game, Human Resources Branch, three days prior to the written test date if he/she has not received his/her notice.

For an examination without a written feature it is the candidate's responsibility to contact the Department of Fish and Game, Human Resources Branch, (916) 653-8120, four weeks after the final filing date if he/she has not received a progress notice.

If a candidate's notice of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.

Applications are available at local offices of the Employment Development Department and the Department of Fish and Game.

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of others who take this test, and all candidates who pass will be ranked according to their scores.

The Department of Fish and Game reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

Examination Locations: Written tests and oral interviews are ordinarily scheduled in Sacramento, Long Beach, Napa, Redding and Fresno. However, locations of interviews may be limited or extended as the number of candidates and conditions warrant.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Interview Scope: If an interview is conducted, in addition to the scope described on this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress he/she has made in his/her efforts toward self-development.

Veterans Preference: California law allows granting of veterans preference points in open entrance examinations and open nonpromotional examinations. Effective January 1, 1996, **VETERANS WHO HAVE ACHIEVED PERMANENT CIVIL SERVICE STATUS ARE NOT ELIGIBLE TO RECEIVE VETERAN'S CREDITS.** Directions for applying for veterans' preference points are on the Veterans Preference Application form (Form 1093) which is available from the Department of Fish and Game, State Personnel Board offices, written test proctors, and the Department of Veterans Affairs, P.O. Box 942895, Sacramento, CA 94295-0001.

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

California Relay (Telephone) Service for the Deaf or Hearing-Impaired  
From TDD phones: 1-800-735-2929  
From voice phones: 1-800-735-2922

BRD: 10/26/01